

JANUARY/
FEBRUARY 2012

BCTGM *News*

VOLUME 14
NUMBER 1

Ohio Attorney General Certifies Right-to-Work Petition

Ohio Attorney General Mike DeWine Wednesday certified a petition for a constitutional amendment that would make Ohio a right-to-work state,

DeWine's announcement came the same day that neighboring Indiana became the 23rd state, and the first Rust Belt state, to pass a right-to-

GOP seeks to head off NLRB rules could speed up organizing process, allow multiple unions

House Republicans are waging a preemptive strike against the National Labor Relations Board Wednesday to keep the board from speeding up the process for organizing unions and prevent multiple unions from representing a single company.

NLRB Chairman Mark Gaston Pearce released the final details of his proposal on Tuesday.

"The vast majority of NLRB-supervised elections, about 90 percent, are held by agreement of the parties — employees, union and employer — in an average of 30 days. The NLRB wants to speed up the process by allowing multiple unions to represent a single company."

The Workforce Democracy and Fairness Act, introduced in October by Committee on Education and the Workforce Chairman John Kline, Minnesota Republican, will receive a floor vote Wednesday afternoon that could repeal the NLRB's new rules before they even get to the Senate.

THE CONTINUOUS ATTACK

on the WORKING CLASS

No resolution to American Crystal Sugar Lockout

FARGO, N.D. - American Crystal Sugar Co. and its locked-out factory workers have again failed to resolve their differences.

Crystal vice president Brian Ingulsrud says in a statement that the company's final offer remains on the table.

Indiana Gov. Signs Right-to-Work Bill

INDIANAPOLIS — Indiana became the Rust Belt's first right-to-work state Wednesday in a move that is sure to embolden advocates seeking to curtail union rights across the country. But whether other states can replicate the conservatives' success in Indiana is less certain.

It also could stand as their only victory for a while, based on a mix of obstacles that have spurned advocates in other states stretching from New Hampshire to Minnesota. The very factors that made Indiana's right-to-work campaign uniquely successful — large state House and Senate majorities and Daniels' ability to clear one last run for governor in 2008 before a unified push for the measure —



the PRESIDENT'S MESSAGE

2012 | a year of IMMENSE CHALLENGE

As we begin the new year, the immediate challenges that lie ahead for the BCTGM are as daunting as any this Union has faced in its long and proud history. Many employers in our industries are pursuing a destructive strategy of "my way or the highway" in their relationship with our Union.

Tragically, the 1,300 BCTGM members at American Crystal Sugar remain locked out of the jobs they want to return to; jobs they so ably performed with professionalism and diligence for many years.

For more than six months, Crystal CEO Dave Berg has thumbed his nose at our members and their communities, as well as the Minnesota governor, the state's two U.S. senators and numerous U.S. representatives. Berg is presiding over a company that has now joined the ranks of this nation's worst corporate outlaws.

Through the years, lawmakers have realized that workers standing together in solidarity will lead to greater fairness and justice in the workplace. Therefore, lawmakers—the majority of whom are controlled by corporate money—use every bit of influence they have to impede labor solidarity and skew the laws in favor of management.

While our members at Crystal Sugar remain strong during their bitter struggle, more than 5,000 BCTGM members employed at Hostess Brands face a very uncertain future. The recent bankruptcy filing by this company, the largest employer of BCTGM members, will clearly show before the process is over that the bankruptcy laws in this country exist to protect the bankrupt company, its executives and Wall Street investors with no regard for a company's active or retired employees.

Knowing that it has the upper hand in bankruptcy proceedings, Hostess has put forward demands to radically alter the present collective bargaining agreements. These demands are outrageous and unnecessary.

We have been left with no choice but to stand and fight for the benefits and standards that we have negotiated since the beginning of our collective bargaining relationship with Hostess and its predecessor companies.

In every set of negotiations with this company throughout the years, workers have deferred wages in order to build a secure future in their retirement only to see Hostess make a unilateral decision to cease its contractually obligated contributions to every pension plan in which its employees participate, including the B&C Fund, the largest of these pension funds.

The BCTGM is deeply offended by the company's false claim that its financial woes are the result of its union contracts and pension obligations. This company is in dire financial shape because of a string of failed business decisions made by a series of ineffective executives who have been running this company for the past decade.

Multiple CEO's with no experience in the bread and cake baking business implementing constantly-changing business plans that lack creativity and vision is the heart of this bankruptcy. For more than a decade, this company

"I know that corporate greed and immorality cannot break the iron will and battle-tested solidarity that bind this Union together."

has squandered the talents and experience of a dedicated, skilled workforce.

The hedge funds and private equity firms that gain control of companies like Hostess have no loyalty to the employees, active or retired. They could not care less that the employees of Hostess will have to endure the consequences of their greed. They only care about making money.

I want to assure all of our members at Hostess that we will do everything possible to represent your interests and those of this International Union during this painstaking process.

And to our members at companies with which we will be in negotiations this year, such as Kraft and Kellogg, I want to assure you that the leadership team heading up these negotiations will uphold the highest standards that are the hallmark of BCTGM contracts, regardless of any adverse bargaining tactics companies might employ.

The impact on our Union of this new, renegade corporate mentality has been harsh, inflicting enormous pain on many of our members. In all honesty, I must say that the road ahead will likely get more difficult for a while.

Nonetheless, I am certain that our Union will effectively meet these immense challenges and emerge from this storm intact and, in some ways, as an even stronger Union.

I am confident in this outcome because I have the greatest faith in our members, our local union leadership and our International Union officers and staff who stand by my side.

Above all, I know that corporate greed and immorality cannot break the iron will and battle-tested solidarity that bind this Union together.

Frank Hurt
BCTGM International President





Official Publication of the Bakery, Confectionery, Tobacco Workers and Grain Millers International Union
10401 Connecticut Avenue, Kensington, Maryland 20895-3961
(301) 933-8600
www.bctgm.org

Frank Hurt, Editor
Corrina A. Christensen, Assistant Editor

BCTGM General Executive Board
President Frank Hurt • **Secretary-Treasurer** David B. Durkee
Vice Presidents Steve Bertelli • Anthony L. Johnson • Sean Kelly
Michael T. Konesko • Arthur Montminy • Robert Oakley • Randy Roark

BCTGM General Executive Board Members
Joyce Alston • Thomas Binger • Edward Burpo • Butch Henley
Barry Jenkins • Johnny Jackson • Paul LaBuda • Richard Lewis
Danny Murphy • Vester Newsome • Ron Piercey • Donna Scarano
Brad Schmidt • Doyle Townson

BCTGM News (ISSN 1525-4860) is published bi-monthly by the Bakery, Confectionery, Tobacco Workers and Grain Millers International Union, 10401 Connecticut Avenue, Kensington, MD 20895-3961. Periodicals postage paid at Kensington, MD and at additional mailing offices. Subscription to new members only. Postmaster: Send address changes to BCTGM News, 10401 Connecticut Avenue, Kensington, MD 20895-3961.

The RISE of the Lockout

From the Roquette corn milling facility in Keokuk, Iowa, to American Crystal Sugar in the Red River Valley of Minnesota and North Dakota and Cooper Tires in Findlay, Ohio, employers are turning to lockouts as a tactic to force union workers to accept major concessions when contract negotiations deadlock.

For the BCTGM, the lockout of 1,300 workers at American Crystal Sugar is the most glaring example of the lengths to which employers will go to bust the union. On August 1, American Crystal – the nation’s largest sugar beet processor – locked out BCTGM members at facilities in Minnesota, Iowa and North Dakota. Despite nearly \$2 billion in profits over the last three years, the company continues to demand that workers agree to higher health benefit payments, outsourcing jobs and the elimination of other benefits. When workers refused, the company locked its doors, hired 900 replacement workers and the lockout is now in its seventh month.

But American Crystal isn’t alone in its use of the lockout as a bargaining tactic. In 2010, 240 members of BCTGM Local 48G (Keokuk, Iowa) were locked out by Roquette at its corn milling facility. The lockout lasted 10 months before a new contract was reached.

Cooper Tire & Rubber Co. locked out 1,050 United Steel Workers (USW) November

28 after they rejected massive concessions. Cooper Tire workers had taken \$31 million in pay and benefits cuts years earlier to keep the company running through the recession. When the economy improved and Cooper Tire started to rake in hundreds of millions of dollars in profits, the executives gave themselves huge raises and bonuses. The workers were asked to give up more, and when they refused, were locked out.

“Give in to us, or lose your paycheck. The lockout is as simple and as complicated as this,” notes BCTGM International President Frank Hurt. “When workers won’t give up their pensions, pay more for health care, accept pay cuts or sacrifice job security – they are locked out. It is a vicious tactic used by companies that want to bust the union and gain greater control over its workers. The lockout is a power play,” Hurt adds.

Gary Chaison, a professor of industrial relations at Clark University in Worcester, Mass., told the *New York Times* that the lockout “is a sign of increased employer militancy. Lockouts were once so rare they were almost unheard of. Now, not only are employers increasingly on the offensive and trying to call the shots in bargaining, but they’re backing it up with action – in the form of lockouts.”

According to *New York Times* writer Steven Greenhouse, lockouts have grown to represent



a large percentage of the nation’s work stoppages. Last year, at least 17 employers imposed lockouts, telling their workers not to show up until they were willing to accept management’s contract offer.

“Lockouts are, and will always be, things willed into being exclusively by management.

They are not natural phenomena. They are never truly unavoidable. They don’t ‘just happen,’ and they certainly do not occur because ‘both sides’ are at fault. Lockouts occur when management believes that unions are too strong, and they occur when management believes that unions are too weak, and they occur when management doesn’t want a union to exist at all. Lockouts are not devices of economic correction. That’s just a byproduct. Lockouts are attempts by management to exercise control over their workers,” writes political journalist Charles Pierce.

WAR ON WORKERS

CONTINUES in 2012...

On February 1, Indiana became the 23rd state—and the first manufacturing state—to institute a “right to work-for-less” law. Across the United States, these laws have depressed wages for union and non-union workers alike, and have contributed to unsafe working conditions.

And the attacks on workers and their unions that began in full force in 2011 continue with several other states attempting to follow Indiana’s lead.

IN OHIO

On the same day Indiana passed the right-to-work-for-less measure, an anti-worker group calling themselves Ohioans for Workplace Freedom proposed an amendment to the state’s constitution. Attorney General Mike DeWine certified a petition for the constitutional amendment that would keep workers covered by labor contracts from having to join a union or pay dues.

However, Ohio’s Governor John Kasich has not expressed interest in making right-to-work a priority, after his similarly anti-worker Senate Bill 5 got overwhelmingly rejected last year at the polls.

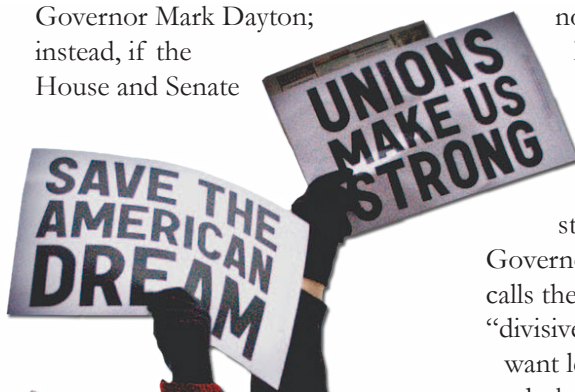
IN MINNESOTA

A right-to-work constitutional amendment has been introduced in the Republican controlled Minnesota State House. A constitutional amendment does not need approval of Democratic Governor Mark Dayton; instead, if the House and Senate

approve the measure it heads to voters in the November 6 election. However, Minnesota working families have an ally in Governor Mark Dayton, who opposes right-to-work although he doesn’t have the power to veto constitutional amendments.

IN MICHIGAN

Right-to-work-for-less talk historically has never taken root in Michigan, a union stronghold where roughly 18 percent of employed workers now are represented by labor unions. However, Republicans control both chambers of the Michigan Legislature and the state’s administration with Governor Rick Snyder. Snyder calls the right-to-work debate “divisive” and says he doesn’t want legislation sent to his desk. And if Democrats unite against the measure, it would be more difficult to pass.



IN ARIZONA

Arizona's attack on unions goes above and beyond all of the above measures. In fact, recent media reports say that Arizona's Republican Governor Jan Brewer's union-busting efforts make those in Ohio and Wisconsin look harmless.

Arizona's teachers and first responders are under full-frontal attack, as union-stripping bills that have been called "Wisconsin on steroids" are being shuttled through the legislative process at whirlwind speed. These bills would prohibit public-sector unions from negotiating pay and benefits, ban paycheck deductions for union dues, and ban compensation for

union activities. It's expected that they will pass through both chambers easily due to the anti-labor GOP majority in both. Governor Jan Brewer will undoubtedly sign them into law. A Phoenix-based right-wing pressure group, the Goldwater Institute, and the American Legislative Exchange Council (ALEC), are behind the measures.

THE TRUTH ABOUT RIGHT-TO-WORK-FOR-LESS LAWS

► RIGHT-TO-WORK-FOR-LESS HURTS EVERYONE

Workers in states with right-to-work-for-less laws have a consistently lower quality of life than in other states—lower wages, higher poverty and infant mortality rates, less access to the health care they need and poorer education for their children.

► LOWER WAGES

The average worker in a right-to-work state makes about \$5,333 a year less than workers in other states (\$35,500 compared with \$30,167).¹ Weekly wages are \$72 greater in free-bargaining states than in right to work states (\$621 versus \$549).²

► FEWER PEOPLE WITH HEALTH CARE

21 percent more people lack health insurance in right to work states compared to free-bargaining states.³

► HIGHER POVERTY AND INFANT MORTALITY RATES

Right to work states have a poverty rate of 12.5 percent, compared with 10.2 percent in other states.⁴ Moreover, the infant mortality rate is 16 percent higher in right to work states.⁵

► LOWER WORKERS' COMPENSATION BENEFITS FOR ON-THE-JOB INJURIES

Maximum weekly worker compensation benefits are \$30 higher in free states (\$609 versus \$579 in right to work states).⁶

MORE WORKPLACE DEATHS AND INJURIES

- According to the federal Bureau of Labor Statistics, the rate of workplace deaths is 51 percent higher in states with right to work, where unions can't speak up on behalf of workers.⁷

1. Average Annual Pay, 2001 from Bureau of Labor Statistics, State average annual pay for 2000 and 2001 and percent change in pay for all covered workers. URL: <http://www.bls.gov/news.release/annpay.t01.htm>.

2. Bureau of Labor Statistics.

3. Percent of population lacking health insurance from Current Population Survey, March 2002. Table HI06. Health Insurance coverage status by state for all people: 2001.

4. Poverty Rate in 2001 from U.S. Census Bureau, Current Population Survey, March 2002. URL: http://ferret.bls.census.gov/macro/032002/pov/new25_001.htm.

5. O'Leary Morgan, Kathleen, and Scott Morgan, State Rankings 2001. Morgan Quitno Press, 2001.

6. Workers' Compensation data from the AFL-CIO Department of Safety and Health.

7. Workplace Fatalities from Death on the Job: The Toll of Neglect. AFL-CIO. April, 2002.

(Photo credit, opposite: Lauren Casey, The Statehouse File)

Union Membership

HOLDS STEADY in 2011

Working men and women want to come together to improve their lives: That's the message from January's report on 2011 union membership.

Despite an unprecedented volley of partisan political attacks on workers' rights and the continuing insecurity of

America's economic crisis, union membership increased slightly last year.

On January 27, the Bureau of Labor Statistics announced that in 2011, the unionization rate of employed wage and salary workers was 11.8 percent, up slightly from 11.9 in 2010. Among private sector employees, the rate remained at 6.9 percent.

The data also show that among full-time wage and salary workers, the median weekly earnings of union members were \$938, compared to \$729 for nonunion workers. Union women earned median weekly earnings of \$879, an amount 34.6 percent higher than their nonunion counterparts, who earned just \$653 by comparison.

Prior reports prove that union members have greater access to health care, retirement and leave benefits. The recent numbers make it clear that union jobs are critical to a strong economy. And a strong

economy depends on a strong and growing middle class.

"Ensuring that all people have a voice at work and protecting their right to organize and bargain

collectively are essential for an America that's built to last, where everyone gets a fair shot, everyone pays his or her

fair share and everyone plays by the same rules," says Secretary of Labor Hilda Solis regarding the union membership report.

The middle class is clearly stronger when workers join together in unions. The power of unions to create prosperity for all working families is well recognized: Organized labor is one of the few voices for the economic interests of the middle class in our government. Unions were key to creating and protecting the social safety net (including Social Security and Medicare) and winning major legislative victories for working families such as the Equal Pay Act, the Civil Rights Act, and the Family and Medical Leave Act.

**Today's numbers
make it clear that
union jobs are critical
to a strong economy.**

By the Numbers:

- ▶ In 2011, **14.8 million** people were in unions.
- ▶ Overall union membership **increased by 49,000**, including 15,000 new 16- to 24-year-old members. An increase of 110,000 in the private sector was partially offset by a decline of 61,000 in the public sector.
- ▶ Public sector density **increased from 36.2% in 2010 to 37.0% in 2011.**
- ▶ Private sector density **remained at 6.9%.**
- ▶ The largest increases in union membership were in:
 - Construction
 - Health care services
 - Retail trade
 - Primary metals and fabricated metal products
 - Hospitals
 - Transportation and warehousing

Source: Bureau of Labor Statistics and Center for Economic and Policy Research.

2012 International Staff Meetings Held at Headquarters



Organizing, 2012 contract negotiations and the political landscape in Washington topped the agenda during staff meetings held at BCTGM International headquarters in January.

Regional Vice Presidents and Representatives from the First, Second, and Fifth Regions attended the meetings that were led by International President Frank Hurt and assisted by International Secretary-Treasurer/Director of Organizing David B. Durkee.

The purpose of the meetings is to develop a region-by-region game plan for maximizing organizing opportunities, maintaining high-quality local union service work and implementing an effective grassroots political action program in this crucial election year.

Each International Vice President reviewed the past year, including local union mergers, contract settlements, arbitrations, strikes and lockouts. Additionally, the group discussed upcoming negotiations in each region.

Both Hurt and Durkee stressed the importance of maintaining solidarity in the face of fierce employer opposition during contract negotiations. Hurt discussed the present lockout of 1,300 BCTGM members at American Crystal Sugar and the uncertain future of 5,000 BCTGM members employed at Hostess Brands.

Discussing 2012 contract negotiations, Hurt said, "We will continue to uphold the highest standards that are the hallmark of BCTGM contracts—regardless of the bargaining tactics companies might employ. We will not back down," said Hurt.

Similar staff meetings will be held for the Third, Fourth and Sixth Regions later this spring.



ATTENTION Scholarship Applicants

The deadline for applications to the BCTGM 2012 International Scholarship program has passed. All those who submitted an application prior to the January 31 deadline date are reminded to submit the following requirements prior to the March 31 deadline for requirements:

Personal Profile – completed by the applicant.

Academic Report – completed by the high school (or college, if a member). The report should reflect the first semester grades for the senior year (or more recent academic performance, if a member).

Essay – Each applicant is required to write and submit an essay (250-500 words) to demonstrate your ability to organize thoughts and express yourself. Your essay may be one of the following:

- ▶ Same essay as the essay requirement from your college application.
- ▶ Same essay as the Union Plus Scholarship application (U.S. applicants only).
- ▶ Essay on "Organized Labor's Contribution to the Welfare of the People of North America."

SAT or ACT Scores - (if applicable)

**For more information
contact the
BCTGM International
Scholarship Office:
(301) 933-8600**

The Pride of Philadelphia:

TASTY BAKING

BCTGM Local 492 (Philadelphia) members take tremendous pride in Tasty Baking Company's rich heritage and bright future. Tasty Baking products have been well known throughout the company's nearly 100 year history for consistent taste, quality, and freshness. And in 2010, the BCTGM Union Label brought added quality to every product made at the company's Philadelphia bakery.

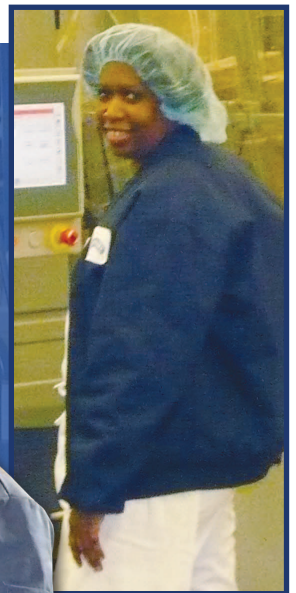
In 1914, a Pittsburgh baker, Philip J. Baur, and a Boston egg salesman, Herbert T. Morris, went into business in Philadelphia to produce baked goods using only the finest ingredients delivered fresh daily to the bakery. They insisted on farm fresh eggs, Grade A creamery butter, real milk, cocoa, spices, and natural flavorings.

The products were so good that Morris' wife, after trying some of the samples, said they

were "tasty," so they eventually named the business Tasty Baking Company and came up with the catchy name, Tastykake.

At ten cents a cake, Morris sold \$28 worth the first day, \$222 the first week. By the end of 1914, gross sales were \$300,000.

Machinery was built, employees were hired, and routes were expanded. Chocolate Juniors were the first new product developed, then they put in electric ovens for cupcakes. By



TastyKake Fun Facts

- ▶ It would take 14,080 Tastykake individual pies laid end to end to form a mile.
- ▶ If one chicken were to lay all of the eggs used for one day of production at Tastykake, it would take that chicken 572 years to lay enough eggs.
- ▶ To build a 3-foot wide sidewalk of Butterscotch Krimpets from Center City, Philadelphia to Atlantic City you would need 30,412,800 Krimpets.
- ▶ To completely cover the Philadelphia Flyers ice hockey rink (60' x 200'), it would take 172,800 Tastykake Juniors.
- ▶ Tastykake's oven is half the length, 150 feet long, of a regulation football field (300 ft).
- ▶ Tastykake bakes 250,000 pies each day.
- ▶ You could make almost 8 million peanut butter sandwiches with the same amount of peanut butter that is used in Kandy Kakes in a year.
- ▶ Tastykake products use sugar cane and cocoa from Africa's Ivory Coast; Vanilla from Madagascar; Cinnamon from Indonesia; Nutmeg from the East and West Indies and Banana Puree from Ecuador.
- ▶ The first day of operations in 1914, Tastykake bakers produced 100 cakes. Today, they bake over 4.8 million cakes, donuts, cookies, and pies each day.

*The above material was reprinted from Tasty Baking Co. website:
www.tastykake.cm/aboutus/funfacts



1918, sales reached \$1 million. By 1930, with the introduction of Butterscotch Krimpets and the expansion to five buildings, Tastykake was selling \$6 million worth of these new snack cakes. Krimpets and cupcakes were the two best sellers at two packs for a nickel.

In the 1930s, as Americans looked toward economy, Tasty Baking Company came up with a revolution:

“We take tremendous pride in the quality products we produce and the BCTGM Union Label is proudly displayed on all goods that are baked in Philadelphia.”

individually packaged lunchbox-sized pies. And at a nickel each, they became immediate hits.

Workers at Tasty Baking were without union representation throughout the company's history until they voted to become members of BCTGM Local 492 in August 2010.

“We take tremendous pride in the quality products we produce and the BCTGM Union Label is

proudly displayed on all goods that are baked in Philadelphia,” notes BCTGM Local 492 Tasty Baking Chief Shop Steward Greg Sadowski, who sent the photos of Local 492 members at work in the Philadelphia bakery featured here to the *BCTGM NEWS*.



Community Activism

In Frisco, Texas, BCTGM International Representative Cesar Calderon led a group of BCTGM Local 111 (Dallas) members and community activists in distributing fliers about the American Crystal Sugar Lockout outside the stadium where American Crystal CEO Dave Berg was attending the North Dakota vs. Texas College football game. Calderon was interviewed by a local newspaper and gave an extensive interview concerning the lockout of 1,300 BCTGM members at American Crystal Sugar. Pictured here, from left to right, is a local reporter, Local 111 Financial Secretary-Treasurer Richard Lewis, Calderon, Local 111 Exec. Board Member Jeff Randall, and Maria Ocampo, a community activist.



Steward Education

BCTGM Local 334 (Portland, Maine) held a shop steward training in December 2011. Stewards from Hostess Brands, B&M Baked Beans and Tate & Lyle Starch completed the training, which was taught by Region I International Vice President Art Montminy. Pictured here is the Local 334 shop stewards.

50 Year Celebration

BCTGM Local 4 (St. Louis) President Russell J. Yates recently presented member Sandra Miller with her 50-year union membership gold card and certificate. The local union also helped Miller celebrate with a union-made anniversary cake. Miller, who became a member in July 1961, was a baker for Schnucks Bakery.



40 Years Strong

BCTGM Local 22 (Minneapolis) members recently honored Mark Carlson for his 40 years of union membership. Carlson went to work baking for Denfeld's Supervalu in Duluth in 1971 and became a member of B&C Local 58. Carlson still works at that same in-store bakery, now known as Mount Royal Fine Foods. "I have always enjoyed my work and I've always been around great people," reflects the Local 22 member. Carlson was presented with his 40-year certificate by Local 22 Vice President Bruce Peglow at the local membership meeting. Pictured here, from left to right, is Local 22 members Ray Waldron (bakery manager), Carlson, Barb Bakke (Cake Decorator), and Cheryl Bloomquist (bakery merchandiser/head wrapper).



Local 58G Members Inspire Hard Work, Confidence

BCTGM Local 58G (Toledo, Ohio) members Michael Duhart, Business Agent for Local 58G, and Brenda Pasker-Duhart, a production technician at J.M. Smucker Co. in Toledo, are proud of the life they have been able to provide their family.

Their hard work and dedication have been an inspiration to son Gerren, who has become a star football player at Wayne State University (WSU) in Detroit. Gerren, a red-shirt freshman, is highly motivated and works hard to become a better individual as well as and team player.

"I count it a great blessing to have been a part of the Local 58G BCTGM union for more than 24 years," notes Brenda. "Our children grew-up in a household with a strong work ethic. I've told my kids throughout their lives: Your dad and I go to work every day. We work hard and give our best on our jobs. Your job is to go to school every day, put forth your best effort to get good grades, help others, and be the best person that you can be."

Gerren wears the number 27 jersey and plays cornerback, punt return, punt coverage, kick-off coverage, and kick-off return. In 2011, DuHart was the recipient of the WSU Defensive Rookie of the

Year award and was selected as WSU's Scout Team Defensive Player of the Week following the school's victorious game against Indianapolis.

In 2011, against all odds and for the first time in history, the WSU Warriors earned a seat in the playoffs for the national championship title in Florence, Alabama. In the championship final against Pittsburgh State University, Gerren made several significant plays, including a number of tackles, four pass break-ups, and one interception.

Michael, who has been a union member since 1976 notes, "Being part of the union for almost 45 years has taught me about 'brotherhood' and how you can accomplish great things if you stick together. I've taught my kids about solidarity and how important it is to look out for one another."

Gerren is majoring in Graphic Design and will pursue a job in a creative field after he graduates. He has worked with junior high and high school athletes in his free time to give inspirational guidance on "How Character Counts." He also coaches younger kids on defensive back football positions.

"I am very proud of Gerren both on and off the field because as a student athlete, he is aware of how much one's character plays in defining a whole person. He also sees how important it is to be a role model to the kids who are watching him and who want to follow in his footsteps.

"Our outstanding union contracts have provided us with excellent benefits and wages that have afforded us the means to send Gerren to great schools. This in turn has reinforced our values in character, strong work ethic, and the importance of supporting the community. I'm a witness that unions are good for families," concludes Brenda.



Honoring MLK

On January 14, BCTGM Local 103 (Orlando) sponsored its annual float in the Orlando/Eatonville Dr. Martin Luther King celebration. Local 103 children and grandchildren accompanied the float and threw union-made candy and cake to the crowd while union members followed behind distributing bread from the Hostess Orlando bakery to spectators. Pictured here (from left to right) is Local 103 Executive Board member Ron Hopkins, Business Agent Jason Davis, Trustee John Johnson, member Lottie Williams (Hostess), Sergeant at Arms Alvin Campbell, member Sam Lawson (Hostess), and Local 103 President Brian Batchelor.

NOTABLE *Quotes*

“Now you can call this class warfare all you want. But asking a billionaire to pay at least as much as his secretary in taxes? Most Americans would call that common sense.”

—U.S. President Barack Obama, in his State of the Union address on January 24



“President Obama spoke to the confidence of working people that if we are determined and committed, we can revitalize ‘Made in the USA.’ That commitment to American manufacturing, made possible in part by enhanced enforcement of trade laws being violated by China, is welcome news to the too many productive, hard working Americans sitting idle unnecessarily.”

—AFL-CIO President Richard Trumka, in response to President Obama’s State of the Union address on January 24.

“One of the things the Congress should do immediately is defund the National Labor Relations Board which has gone into South Carolina to punish Boeing, which wants to put 8,000 American jobs in S.C., by fundamentally eliminating right-to-work at the National Labor Relations Board.”

—Republican Presidential Candidate Newt Gingrich during the New Hampshire Republican Debate on defunding the NLRB and why there should be a national right-to-work law.

“We can’t afford to have super wars over issues that might divide us....I have said it over and over again, and I’ll say it again tonight: I’m a supporter of the labor laws we have in the state of Indiana and I’m not interested in changing any of them—not the prevailing wage law and certainly not a ‘right to work’ law...”

—Indiana Gov. Mitch Daniels in 2006 at a union sponsored campaign fund raiser. Daniels teamed with statehouse Republicans to pass a “right to work” for less bill even after voters made clear that they want a public referendum on the controversial anti-worker measure.

“Congress was willing to make this affirmation of a fundamental and basic statement, ‘You don’t get to discriminate against people in their pay, in their work based upon these arbitrary standards of gender or race or ethnicity.’”

—U.S. Rep. George Miller (D-Calif.) on January 29 marking the three-year anniversary of the passage of the Lilly Ledbetter Fair Pay Act. The law reverses a Supreme Court ruling that made it more difficult for women to pursue pay discrimination claims.



Corporate Tax Cuts **DO NOT** Benefit Working Canadians

For years, corporations in Canada have complained about high corporate tax rates. Despite the fact that the Canadian corporate tax rate was on par with other industrialized nations, corporations lobbied Parliament relentlessly to lower their rates. They argued that if only their tax rate was lower they would be able to add jobs, increase productivity by investing in new technology, and open more Canadian-based facilities.

Unfortunately for working Canadians, successive federal governments—both liberal and conservative—have listened to these business lobbyists. In 2000, the general federal tax rate was 28 percent (down from 41 percent in 1960). The governing Liberal Party cut the rate to 21 percent. It was cut further by the Conservative Party between 2008 and 2011, culminating in the final cut to 15 percent effective January 1, 2012.

Did the increase in after tax profits lead to an increase in corporate spending on new plants, machinery and investment?

Not according to a new report by the Canadian Labour Congress (CLC), “What did Corporate Tax Cuts Deliver?” Real investment has been neglected while profitable corporations have paid out more in dividends to shareholders and increased their cash reserves.

So what have Canadian companies done

with their increased after-tax profits? According to the report, publically-traded companies have used their increased profits to boost dividends paid out to shareholders. Dividends as a percentage of after-tax profits rose from 30 percent in 2000 to more than 50 percent in recent years, to as high as 70 percent in 2009. Much of these dividends went to large institutional investors and the very wealthy.

At the same time, corporations are saving more and more of their profits, rather than investing them in new technology, jobs, and factories. According to the CLC report, instead of investing the savings from the lowered tax rate, Canadian companies have locked it away, while increasing their financial assets and cash reserves.

While Canadian companies and their investors have enjoyed the benefits of the decreased tax rates, the impact on working Canadians has not been so rosy. Simply put, the corporate tax

cuts are starving the federal government of needed revenue. In 2012-13, the federal government estimates it will collect \$33.1 billion in corporate tax revenues (at the 15 percent rate). Yet if the tax rate was still at 21 percent, government revenues would be \$13 billion higher. The loss of \$13 billion in revenue means less spending on social programs, job training programs, environmental programs, and many other important services.

According to BCTGM International President Frank Hurt, it is inexcusable that successive governments have allowed the corporate tax cut sham to continue. “Canadian companies promised to invest their savings into their companies and they have not. They lied. In turn, the federal government, without the needed corporate tax revenue, has slashed social programs that working families depend on. That was not supposed to be the deal and it needs to be rectified immediately.”



Source: Canadian Labour Congress

Happy 100th Birthday to the Oreo Cookie

1912 - 2012

The Best Selling Cookie of the 20th Century



In 1898, several baking companies merged to form the National Biscuit Company (NaBisco), and opened a large industrial bakery in New York City on Ninth Avenue between 15th and 16th Streets at the Chelsea Market Building. By 1902, the company had its first nationwide success in Barnum's Animal crackers, which were sold in boxes painted as animal cages.

In 1912, Nabisco had an idea for a new cookie – two chocolate disks with a sugar creme filling in between. That year Nabisco sold its first package of Oreo Cookies to a store in Hoboken, N.J. Today, more than 12 billion Oreo cookies are consumed each year. In order to keep up with this voluminous demand, BCTGM members use 22 million pounds of cocoa and 64.1 million pounds of cream filling.

So how did the Oreo get its name? The people at Nabisco aren't quite sure. Some believe that the cookie's name was taken from the French word for gold, "or" (the main color on early Oreo packages). Others claim the name stemmed from the shape of a hill-shaped test version; thus naming the cookie in Greek for mountain,

"oreo." Still others believe the name is a combination of taking the "re" from "cream" and placing it between the two "o"s in "chocolate" —making "o-re-o."

And still others believe that the cookie was named Oreo because it was short and easy to pronounce.

No matter how it got named, more than 362 billion Oreo cookies have been sold since it was first introduced in 1912, making it the best selling cookie

of the 20th century.

Nabisco moved out of the Chelsea Market building in 1958 and now produces Oreo Cookies in BCTGM bakeries throughout

the U.S. and Canada. The original bakery building now houses cafes and shops and 15th Street and Ninth Avenue in New York City was renamed Oreo Way.

Oreo is just

one of the popular treats made by BCTGM members at Kraft-Nabisco. BCTGM-made Kraft-Nabisco products, including the Oreo, are found in more than 145 countries.

"Health food may be good for the conscience but Oreos taste a hell of a lot better."

—Robert Redford

BCTGM Makes Kraft-Nabisco

Kraft-Nabisco products are manufactured by BCTGM members employed at these Kraft Foods/Nabisco plants:

- **Chicago** (Local 300)
- **Fair Lawn, N.J.** (Local 719)
- **Portland, Ore.** (Local 364)
- **Philadelphia** (Local 492)
- **Richmond, Va.** (Local 358)
- **Montreal, Canada** (Local 350)

SHAPE UP and \$AVE



Get the lowest rates on new memberships at your choice of over 8,000 fitness clubs, including Total Fitness, Curves, World Gym, and Lady of America locations. BCTGM Power/Union Plus has partnered with GlobalFit to provide these healthy living programs for you.



Fitness Clubs

- Check out any club before joining with a free guest pass.
- Freeze your fitness club membership, and visit another participating club while traveling, when you commit to your health with GlobalFit's Commit Membership option.
- Family members are eligible for this program.
- Get no-hassle billing to your credit card or bank account.

NutriSystem Program Discount

- Get a special low price on NutriSystem through GlobalFit.
- Enjoy NutriSystem's confidentiality and convenience. With NutriSystem there's no counting, no meetings, and no public weigh-ins.
- Get online and phone support from NutriSystem's nutritionists and counselors.

Healthy Living Programs

- Health Coaching provides one-on-one guidance from a trained professional to help you lose weight, de-stress, or meet any other health goal.
- Smoking Cessation classes can help you quit for good with a convenient, guided program that includes free educational materials.

NOTE: To receive your union-member rates on any of these programs, you must enroll directly through GlobalFit. These rates are not available to the general public. Fitness club participation is not available for current club members.

Call **1.800.294.1500** to speak with a GlobalFit fitness representative

For more information about these benefits available to union members go to:

www.UnionPlus.org/HealthClubs

LIKE BCTGM?



Like

BCTGM!



facebook.com/BCTGM